


INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case	Date Filed
09-CA-204232	8-10-17

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Shamrock Cartage, Inc.	b. Tel. No. 779-205-3668
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2140 Maxim Drive, Rockdale, IL 60436	e. Employer Representative Dan O'Brien, President
	g. e-Mail dan.obrien@shamrockcartage
	h. Number of workers employed 12
i. Type of Establishment (factory, mine, wholesaler, etc.) yard hostler	j. Identify principal product or service yard hostler, spotter
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
<b>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</b> On or about August 3, 2017, Teamsters Local 413 filed an election petition seeking to represent a group of yard hostler and spotter drivers employed by the above-named Employer. On or about August 8, 2017, the Employer discriminated against employee Shane Smith by terminating him in retaliation for engaging in protected, concerted activity in violation of Section 8(a)(3) of the Act. Since on or about August 3, 2017, and at all times thereafter, the Employer has issued threats, including threatening employees with termination and closure of the operation for engaging in protected, concerted activity, as well as illegally interrogated employees in violation of Section 8(a)(1) of the Act. By the above and by other acts and conduct, the Employer has unlawfully restrained and coerced employees in violation of Section 8(a)(1) of the Act. Injunctive relief under Section 10(j) of the Act is requested.	
<b>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</b> International Brotherhood of Teamsters, Local Union No. 413	
4a. Address (Street and number, city, state, and ZIP code) 555 E. Rich Street, Columbus, Ohio 43215	4b. Tel. No. 614-228-6492, ext. 22 4c. Cell No. 614-206-9197 4d. Fax No. 614-228-3933 4e. e-Mail ted.beardsley@teamsters413.c
<b>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</b> International Brotherhood of Teamsters	
<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Clement L. Tsao, attorney (Print/Type name and title or office, if any)
30 Garfield Place, Suite 540, Cincinnati, OH 45202 Address	
8/10/2017 (date)	
Tel. No. 513-287-6987 Office, if any, Cell No. 513-390-6652 Fax No. 513-721-1178 e-Mail ctsao@econjustice.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.